



STRATEGIC COMMITTEE

Workforce Solutions Alamo
100 N Santa Rosa Ave
San Antonio, TX 78207
February 24, 2021
10:00 AM

Agenda items may not be considered in the order they appear.

Citizens may appear before the Committee to speak for or against any item on the Agenda in accordance with procedural rules governing meetings. Speakers are limited to three (3) minutes on each topic (6 minutes if translation is needed) if they register at the beginning of meeting. Questions relating to these rules may be directed to Linda G. Martinez at (210) 581-1093.

To protect the health of the public and limit the potential spread of COVID 19 as directed by Governor of Texas, Bexar County and City of San Antonio, WSA will hold this meeting via videoconferencing. The meeting will be held in compliance with the suspended provisions of the Texas Open Meetings Act. For those members of the public that would like to participate, please call toll-free 1-877-858-6860, which will provide two-way communications through a speaker phone. For additional information, please call Linda G. Martinez, (210) 581-1093.

I. CALL TO ORDER AND DETERMINE QUORUM

Presenter: Mr. Eric Cooper, Chair

II. ROLL CALL

Presenter: Mr. Eric Cooper, Chair

III. PUBLIC COMMENT

Presenter: Mr. Eric Cooper, Chair

IV. DECLARATIONS OF CONFLICT OF INTEREST

Presenter: Mr. Eric Cooper, Chair

V. CONSENT AGENDA: (DISCUSSION AND POSSIBLE ACTION)

Presenter: Mr. Eric Cooper, Chair

a. Meeting November 17, 2020 Minutes

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VI. LOCAL PLAN DISCUSSION AND POSSIBLE ACTION

Presenter: Mr. Adrian Lopez, CEO and Dr. Andrea Guajardo, CIO

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VII. PROCUREMENT UPDATE DISCUSSION AND POSSIBLE ACTION

Presenter: Louis Tatum, CFO

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- a. Floresville Location
- b. Marbach Update

VIII. CEO REPORT

Presenter: Mr. Adrian Lopez, CEO

- a. Status of Procurement Diversity Policy

IX. CHAIR REPORT

Presenter: Mr. Eric Cooper, Chair

X. CHAIR REPORT

Presenter: Mr. Eric Cooper, Chair

XI. Executive Session: Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may recess into Executive Session for discussion on any issue for which there is an exception to the Act as set out in section 551.071 et. seq. including, but not limited to, the following:

- a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;
- b. Government Code §551.071 - All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas;
- c. Pending or Contemplated Litigation; and
- d. Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Workforce Solutions Alamo.

XII. ADJOURNMENT

Presenter: Mr. Eric Cooper Chair



STRATEGIC COMMITTEE MEETING MINUTES

Workforce Solutions Alamo
100 N. Santa Rosa, Suite 120
San Antonio, TX 78207
November 17, 2020
9:00AM

AGENDA

Agenda items may not be considered in the order they appear.

Attendees: Eric Cooper (Chair), Juan Solis, Elizabeth Lutz (9:38AM), Tammy Trevino (9:46AM), Mitchell Shane Denn (9:04AM), Angelique De Oliveira (9:05AM)

Partners: Diane Rath, Pooja Tripathi, Ruben Davila

WSA Counsel: Frank Burney

Staff: Adrian Lopez, Linda Martinez, Mark Milton, Dr. Andrea Guerrero-Guajardo, LaVonnia Horne-Williams, Elizabeth Eberhardt, Miguel Ugues, Ricardo Ramirez, Melissa Sadler-Nitu, Jessica Villarreal, Angela Bush

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During the Public Comments portion of the meeting (Agenda Item 3), the Public may type their name into the chat box or unmute themselves and state their name. The meeting host will call each member of the public for comments, in the order their names were submitted.

- I. CALL TO ORDER AND DETERMINE QUORUM
At 9:00 a.m., Chair Cooper called the meeting to order. The roll was called, and a quorum was declared present.
- II. ROLL CALL
Presenter: Mr. Eric Cooper, Chair
- III. PUBLIC COMMENT
Presenter: Mr. Eric Cooper Chair
No Public Comment
- IV. DECLARATIONS OF CONFLICT OF INTEREST
Presenter: Mr. Eric Cooper, Chair
No declarations of interest
- V. LOCAL PLAN DISCUSSION AND POSSIBLE ACTION
Presenter: Mr. Adrian Lopez, CEO and Dr. Andrea Guajardo, CIO
 - Dr. Guajardo provided an update on the development of the local plan and strategies for the creation of a systems approach to serving jobseekers and employers.
 - Workforce Solutions Alamo has established domains to be addressed in the Local Plan and begun the development of a mixed-methods, iterative action-research methodology to assess economic and workforce priorities among stakeholders from each of the counties in the Alamo region.
 - Methodology:
 - Quantitative data analysis to define the scope of the Sector-based Partnership Model for workforce development in the WSA 13 county region. Participants in the model include institutions of higher education, adult basic education, K-12, economic development organizations, human services organizations as well as private industry and their associated supply chains and infrastructure.
 - Qualitative data collection in the form of survey tools and focus groups from among stakeholder groups in each county in the WSA 13-county service area.
 - The Workforce Innovation and Opportunity Act (WIOA) requires Local Workforce Development Boards to develop a comprehensive four-year plan (Local Plan). The plan is required to be modified every two-years.
 - The Local Plan has been developed in accordance with guidelines issued by Texas Workforce Commission (TWC).
 - Public comment period with three public hearings TBD in January 2021.
The plan shall be approved by the WSA Board and the Committee of Six (1/27)

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and its respective bodies (City of SA, Bexar County, Rural Judges), and is due to TWC on or before March 1, 2021.

- TWC Goals Strategic Plan 2021-2025:
 - Support a Workforce System that allows employers and workers to achieve and sustain economic prosperity.
 - Promote employers' access to the talent and abilities of individuals with a disability. Accommodate such workers in the workplace and assist with maintaining and advancing their careers successfully
 - Prepare individuals for employment by supporting education and training that equips individuals with in-demand skills as identified by employers
 - Accelerate employment pathways for veterans, service members and their spouses as they transition to civilian occupations in Texas
 - Fostering systems that enhance early education, support strong families, advance the growth of the at-risk workforce to accelerate their employment opportunities, and help support personal and family stability.
- Dr. Guajardo also provided the ongoing evaluation updates of historical data for programs and initiatives for the 2021-2024 Local Plan; implementation of survey to solicit feedback from rural counties.
- Mr. Solis commented is to invest in people and look at that initiative as helping guide them. The Local Plan is not just for ourselves but the whole region and it's an initiative that is important.
- Chair Cooper recommended the Local Plan be created as a one-page document, infographic and encourage all committees to reflect on it.
- CEO Lopez's recommendation is to develop a one-page document listing the strategies, TWC collective strategies and those from larger boards that are similar to WSA and list out the goals side by side. This can be sent out the whole Board and request feedback on what they believe should be the priorities.

VI. PROCUREMENT UPDATE DISCUSSION AND POSSIBLE ACTION

Presenter: LaVonnia Horne-Williams, Procurement Director

a. Floresville Location

- Mrs. Horne-Williams stated the Floresville Workforce Center lease is due to expire on December 31, 2020. We are in the process of assessing whether, or not we want to stay at this current location or if we are going to find a new location. WSA has engaged the commercial real estate agent to conduct a market study to determine next steps. Two specific things that we need for the space is to ensure the area is sufficient for the time period or the lease. The other item that staff have expressed is that there be a separate restroom, one for staff and one for the general public. And acquiring a location in a higher traffic area. Currently, customers have difficulties locating the facility.
- She also stated the lease for the Marbach Workforce Center is due to expire May 31, 2021. We plan to begin the market study for this location next month.
- Mrs. Horne-Williams also updated the Committee on the current renovation project that was completed and one renovation project underway.
- The East Houston workforce center location was completed in September

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2020.

- The Seguin Workforce Center will be completed by late November 2020. The Seguin workforce center was relocated from 1500 E. Court Street to 1411 E. Court Street. As the plan for the re-opening of both workforce centers, Procurement has purchased all the necessary PPE and will coordinate installation at both workforce centers.
- Chair Cooper asked if this was her recommendation.
- Mrs. Horne-Williams stated it is not her recommendation. However, she is requesting additional time to locate the appropriate space to meet the foot traffic, public and staff needs.
- Mr. Solis asked if there were any other lease contracts that were coming up for renewal.
- Mrs. Horne-Williams replied, "Yes, Marbach location will be coming up May 2021. And the commercial agent is already looking at other locations. We will be moving from Marbach location."
- Chair Cooper stated if there is anything that the Committee can assist with, for example, lease negotiation, etc.

Motion to approve to a month-to-month or a 60-day. 1st motion amended by Tammye Trevino and 2nd by Mr. Juan Solis to provide lease extension not to exceed six months and 20% increase/decrease in rent. Also, allowing Mrs. Horne-Williams to negotiate pricing and duration. Motion passed.

VII. CEO REPORT

Presenter: Mr. Adrian Lopez, CEO

No report.

VIII. CHAIR REPORT

Presenter: Mr. Eric Cooper, Chair

No report.

IX. Executive Session: **No Executive Session**

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- d. Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Workforce Solutions Alamo.

X. ADJOURNMENT

Presenter: Mr. Eric Cooper Chair

Motion to adjourn Tammye Trevino and 2nd by Angelique De Oliviera. Meeting adjourned at 11:09AM



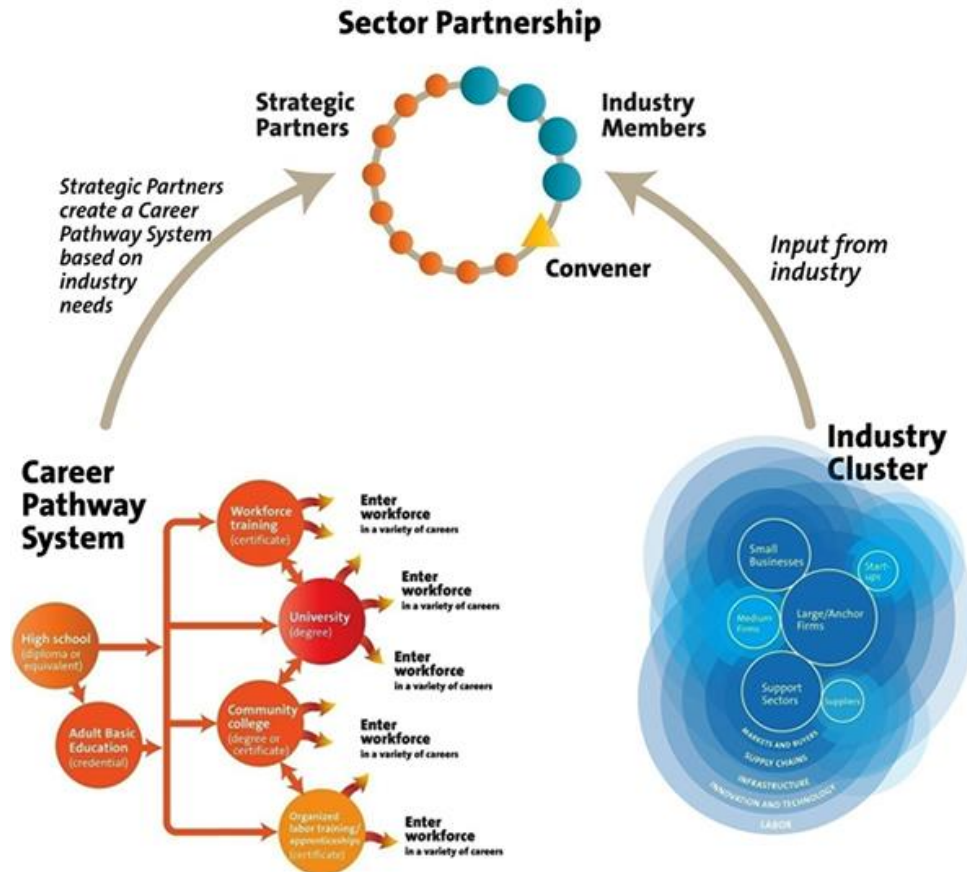
Local Plan 2021-2024

Andrea Guerrero-Guajardo, PhD, MPH
Chief Information Officer
2/24/2021



Board Strategic Vision

Sector-Based Partnerships



Source: https://www.wtb.wa.gov/wp-content/uploads/2020/02/Improving-Employment-Outcomes_Handout.pdf



Economic and Workforce Analysis

Local Plan 2021-2024

Economic and Workforce Analysis

Target In-demand Sectors

The WSA region continues to have strong and diversified industries, and many industry sectors in the area are considered emerging in-demand industry sectors. For 2021-2024, the WSA Board will target industries for both the high demand and targeted occupations that are expected to continue to experience high growth, high demand and offer living wages. The following table shows WSA's in-demand industry sectors for 2020-2024.

Industry Lev	Industry Code	Industry Title	Annual Average Employment	Annual Average Employ	Number Change 2018-2028	Percent Change 2018-2028
Sector (2 digit)	62	Health Care and Social Assistance	158,096	197,181	39,085	24.7
Sector (2 digit)	44-45	Retail Trade	118,416	136,056	17,640	14.9
Sector (2 digit)	61	Educational Services	99,246	111,105	11,859	11.9
Sector (2 digit)	52	Finance and Insurance	66,342	79,485	13,143	19.8
Sector (2 digit)	31-33	Manufacturing	52,211	62,442	10,231	19.6
Sector (2 digit)	54	Professional, Scientific, and Technical Services	51,265	59,675	8,410	16.4
Sector (2 digit)	23	Construction	54,872	57,487	2,615	4.8
Sector (2 digit)	48-49	Transportation and Warehousing	34,783	39,472	4,689	13.5
Sector (2 digit)	42	Wholesale Trade	34,521	38,254	3,733	10.8
Sector (2 digit)	51	Information	20,449	24,438	3,989	19.5
Sector (2 digit)	21	Mining, Quarrying, and Oil and Gas Extraction	12,647	17,859	5,212	41.2

Source: TWC/LMCI/Projections-Totals will not add due to rounding and suppression for confidentiality



Target Criteria

- **Primary Data Targets**
 - Percent change $\geq 15.7\%$
 - Number change (absolute) ≥ 500
 - Mean Wage $\geq \$15.00$ hourly (\$31,200 annual)
- **Secondary Data Targets:**
 - Employment change due to growth (not exits) ≥ 50
 - Entry Wage $\geq \$15.00$ hourly
 - Help Wanted Online (HWOL) postings ≥ 300
 - STEM related
 - Staffing Pattern Target Industry
 - Occupations identified by TWC as adding the most jobs or fastest growing
 - Local Targets for Investment
 - Local Wisdom



Economic and Workforce Analysis

Target Clusters and Industries

TARGETS	
Clusters	Industries
Aerospace/Manufacturing	3361 Motor Vehicle Manufacturing 3363 Motor Vehicle Parts Manufacturing 3364 Aerospace Products and Parts Manufacturing
Health	6211 Offices of Physician 6221 General Medical and Surgical Hospitals 6223 Specialty (except Psychiatric and Substance Abuse) Hospitals 6212 Offices of Dentists 6215 Medical and Diagnostic Laboratories
Information Technology/Cybersecurity	5182 Data Processing and Related Services 5415 Computer Systems Design 5416 Management/Scientific, and Technical Consulting Services 4234 Professional and Commercial Equipment and Supplies Merchant Wholesalers
Construction/Architecture/Utilities	2373 Highway, Street, and Bridge Construction 2371 Utility System Construction 5413 Architectural, Engineering, and Related Services 4441 Building Material and Supplies Dealers
Oil & Gas/ Warehousing & Transportation/Finance/Others	5221 Depository Credit Intermediation 5242 Agencies, Brokerages, and Other Insurance Related Activities 2111 Oil & Gas Extraction 4931 Warehousing and Storage 2131 Support Activities for Mining
Education	6111-Elementary and Secondary Schools



Target Occupations 2021-2024

Occupational Title	Education	Entry Level Wage (as of 2019)	Percentage Change	Change in Employment by Growth	2019 Mean Hourly Wage	2019 Mean Annual Wage
Cyber Security/Information Technology						
Computer and Information Systems Managers	Bachelor's Degree	\$96,234	23.71	32	\$68.63	\$142,748
Computer Systems Analysts*15-1121	Bachelor's Degree	\$61,692	24.36	99	\$47.94	\$99,717
Information Security Analysts *15-1122	Bachelor's Degree	N/A	N/A	N/A	\$43.79	\$91,075
Computer Network Support Specialists *15-1152	Associate's Degree	\$42,999	19.98	25	\$30.10	\$62,599
Computer User Support Specialists *15-1151	Some College, No Degree	\$33,317	24.82	110	\$23.55	\$48,976
Computer Network Architects *15-1143	Bachelor's Degree	\$80,049	20.25	21	\$54.55	\$113,456
Network and Computer Systems Administrators *15-1142	Bachelor's Degree	\$58,999	24.8	82	\$39.13	\$81,382
Software Developers and Software Quality Assurance Analyst	Bachelor's Degree	\$74,285	39.47	151	\$52.32	\$108,836
Web Developers and Digital Interface Designers * 15-1134	Associate's Degree	\$44,961	21.78	18	\$35.28	\$73,391
Operations Research AnalystsL	Bachelor's Degree	\$54,381	38.97	44	\$39.48	\$82,116
Computer Hardware Engineers	Bachelor's Degree	\$72,200	23.64	3	\$49.22	\$102,386
Sales Rep., Wholesale & Manufacturing, Technical & Scientific	Bachelor's Degree	\$48,293	24.79	21	\$42.79	\$88,994
Transportation and Warehousing/Related -Wholesale-Retail Trade						
General and Operations Managers	Bachelor's Degree	\$53,590	18.23	277	\$56.53	\$117,582
Compliance Officers	Bachelor's Degree	\$43,857	17.83	42	\$34.35	\$71,438
Human Resources Specialists	Bachelor's Degree	\$45,269	15.09	83	\$33.06	\$68,764
Logisticians	Bachelor's Degree	\$58,134	18.67	24	\$39.97	\$83,134
Management Analysts	Bachelor's Degree	\$57,131	24.96	110	\$39.44	\$82,034
					\$28.73	\$59,750
Training and Development Specialists	Bachelor's Degree	\$39,002	22.46	53		
Market Research Analysts and Marketing Specialists	Bachelor's Degree	\$37,130	31.55	73	\$32.32	\$67,220
Manufacturing/Construction/Architecture/Oil and Gas Extraction & Energy						
Industrial Engineers	Bachelor's Degree	\$64,520	38.36	52	\$48.33	\$100,529
Industrial Engineering Technologists and Technicians	Associate's Degree	\$41,068	20.11	7	\$29.53	\$61,412
Aircraft Mechanics and Service Technicians	Postsecondary Non-Degree Award	\$39,292	15.19	26	\$26.49	\$55,089
Production, Planning, and Expediting Clerks	High-School Diploma or Equivalent	\$33,950	19.05	44	\$23.29	\$48,443
Operating Engineers and Other Construction Equipment Operators	High-School Diploma or Equivalent	\$31,993	15.73	56	\$19.37	\$40,284
Electricians	High-School /Equivalent/Apprentice	\$34,071	13.91	67	\$23.62	\$49,122
Plumbers, Pipefitters, and Steamfitters	High-School /Equivalent/Apprentice	\$29,600	17.52	55	\$21.85	\$45,455
Sheet Metal Workers	High-School /Equivalent/Apprentice	\$30,559	2.21	3	\$19.73	\$41,048
Bus and Truck Mechanics and Diesel Engine Specialists	High-School Diploma or Equivalent	\$37,846	18.78	32	\$26.49	\$55,089
Industrial Machinery Mechanics	High-School Diploma or Equivalent	\$32,698	22.64	48	\$24.06	\$50,041
First-Line Supervisors of Production and Operating Workers	High-School Diploma or Equivalent	\$39,144	21.87	74	\$30.24	\$62,892
Machinists	High-School Diploma or Equivalent	\$29,114	31.28	36	\$22.48	\$46,750
Welders, Cutters, Solderers, and Brazers	High-School Diploma or Equivalent	\$30,363	10.77	30	\$21.41	\$44,534
Heavy and Tractor-Trailer Truck Drivers	Postsecondary Non-Degree Award	\$30,041	14.8	234	\$20.48	\$42,600



Target Occupations 2021-2024

Occupational Title	Education	Entry Level Wage (as of 2019)	Percentage Change	Change in Emp by Growth	2019 Mean Hourly Wage	2019 Mean Annual Wage
Finance/Insurance/Other						
Financial Managers	Bachelor's Degree	\$71,645	31.32	93	\$67.66	\$140,738
Personal Financial Advisors *13-2051	Bachelor's Degree	\$49,883	24.97	24	\$36.24	\$75,372
Customer Service Representatives	High-School Diploma or Equivalent	\$23,676	11.88	372	\$15.92	\$33,112
Accountants and Auditors	Bachelor's Degree	\$48,911	21.02	198	\$35.96	\$74,802
Securities, Commodities, and Financial Services Sales Agents	Bachelor's Degree	\$33,955	22.23	98	\$35.41	\$73,661
Bookkeeping, Accounting, and Auditing Clerks	Some College, No Degree	\$29,549	7.55	89	\$19.79	\$41,155
Claims Adjusters, Examiners, and Investigators	High-School Diploma or Equivalent	\$47,944	14.74	56	\$31.62	\$65,780
Healthcare						
Dietitians and Nutritionists	Bachelor's Degree	\$42,396	23.02	13	\$29.03	\$60,378
Respiratory Therapists	Associate's Degree	\$48,755	22.51	33	\$28.77	\$59,845
Registered Nurses	Bachelor's Degree	\$54,270	18.01	380	\$34.78	\$72,348
Cardiovascular Technologists and Technicians	Associate's Degree	\$32,893	15.91	7	\$26.42	\$54,962
Diagnostic Medical Sonographers	Associate's Degree	\$54,011	29.28	11	\$33.34	\$69,353
Radiologic Technologists and Technicians	Associate's Degree	\$44,061	19.49	32	\$28.42	\$59,119
Magnetic Resonance Imaging Technologists	Associate's Degree	\$59,130	23.08	4	\$34.37	\$71,499
Pharmacy Technicians	High-School Diploma or Equivalent	\$30,282	19.72	60	\$17.82	\$37,068
Surgical Technologists	Postsecondary Non-Degree Award	\$33,366	13.47	16	\$20.34	\$42,312
Licensed Practical and Licensed Vocational Nurses	Postsecondary Non-Degree Award	\$36,297	14.58	103	\$22.04	\$45,850
Medical Dosimetrists, Medical Records Specs, & Health Technicians	Postsecondary Non-Degree Award	\$29,439	30.27	42	\$21.37	\$44,449
Physical Therapist Assistants	Associate's Degree	\$41,960	35.28	22	\$31.59	\$65,709
Dental Assistants	Postsecondary Non-Degree Award	\$29,366	30.87	104	\$18.07	\$37,591
Medical Assistants	Postsecondary Non-Degree Award	\$28,281	26.35	164	\$15.16	\$31,539
Phlebotomists	Postsecondary Non-Degree Award	\$27,040	22.51	19	\$15.61	\$32,468
Medical Secretaries and Administrative Assistants	High-School Diploma or Equivalent	\$26,394	24.88	222	\$17.55	\$36,507
Education and Education Support						
Elementary School Teachers, Except Special Education	Bachelor's Degree	\$47,526	13.52	160	\$26.91	\$55,977
Middle School Teachers, Except Special and Career/Technical	Bachelor's Degree	\$50,863	13.65	71	\$23.45	\$57,529
Police and Sheriff's Patrol Officers	High-School Diploma or Equivalent	\$43,941	11.95	58	\$28.23	\$58,720



In-Demand Occupations Criteria

- **Percent change $\geq 15.7\%$**
- **Number change (absolute) ≥ 500**
- **Mean Wage $\geq \$15.00$ hourly (\$31,200 annual)**



High Demand Occupations

SOC Code	Occupational Title	Education	Entry Level Wage (as of 2019)	Experienced Level Wage (as of 2019)	Change in employment 2018 - 2028 - Percentage Change	Change in Emp by Growth	Help Wanted Ads - 3rd Qtr 2020	Career Cluster	STEM	2019 Mean Hourly Wage	Target Industry Title- Staffing Pattern
Manufacturing/Construction/Architecture/Oil and Gas Extraction & Energy											
11-9041	Architectural and Engineering Managers	<i>Bachelor's Degree</i>	<i>\$91,001</i>	<i>\$172,289</i>	116	<i>23.15</i>	12	100 Science, Technology, Engineeri	Yes	<i>\$69.80</i>	Transportation Equipment Manufacturing
17-2141	Mechanical Engineers	<i>Bachelor's Degree</i>	<i>\$67,067</i>	<i>\$114,798</i>	286	<i>27.9</i>	29	219 Science, Technology, Engineeri	Yes	<i>\$47.54</i>	Transportation Equipment Manufacturing
17-2171	Petroleum Engineers	<i>Bachelor's Degree</i>	<i>\$98,320</i>	<i>\$239,949</i>	347	<i>45.84</i>	35	0 Science, Technology, Engineeri	Yes	<i>\$92.66</i>	Mining, Quarrying, and Oil and Gas Extraction
17-2199	Engineers, All Other	<i>Bachelor's Degree</i>	<i>\$70,674</i>	<i>\$129,697</i>	202	<i>24.08</i>	20	215 Science, Technology, Engineeri	Yes	<i>\$52.90</i>	Architectural, Engineering, and Related Services
17-3025	Environmental Engineering Technologists and Technicians	<i>Associate's Degree</i>	\$29,780	<i>\$56,618</i>	49	<i>21.4</i>	5	0 Agriculture, Food and Natural	Yes	<i>\$22.92</i>	Transportation Equipment Manufacturing
19-2042	Geoscientists, Except Hydrologists and Geographers	<i>Bachelor's Degree</i>	<i>\$57,567</i>	<i>\$107,082</i>	253	<i>55.97</i>	25	3 Science, Technology, Engineeri	Yes	<i>\$43.55</i>	Architectural, Engineering, and Related Services
Education and Education Support/ Health Care											
27-2022	Coaches and Scouts	<i>Bachelor's Degree</i>	\$26,649	<i>\$61,164</i>	260	<i>23.66</i>	26	<i>313</i> Education and Training	No	<i>\$23.87</i>	Elementary and Secondary Schools
11-9111	Medical and Health Services Managers	<i>Bachelor's Degree</i>	<i>\$65,282</i>	<i>\$138,707</i>	<i>837</i>	<i>24.24</i>	<i>84</i>	<i>1,630</i> Business, Management and Ad	Yes	<i>\$28.14</i>	Hospitals
29-9091	Athletic Trainers	<i>Bachelor's Degree</i>	<i>\$36,708</i>	<i>\$64,049</i>	48	<i>29.81</i>	5	37 Health Science	Yes	<i>\$26.41</i>	Elementary and Secondary Schools
Transportation and Warehousing/Related -Wholesale-Retail Trade											
11-3071	Transportation, Storage, and Distribution Managers	High-School Diploma or Equivalent	<i>\$60,589</i>	<i>\$114,551</i>	137	<i>19.13</i>	14	259 Transportation, Distribution a	No	<i>\$46.42</i>	Merchant Wholesalers, Durable Goods
13-1121	Meeting, Convention, and Event Planners	<i>Bachelor's Degree</i>	<i>\$34,611</i>	<i>\$69,766</i>	132	<i>19.05</i>	13	63 Hospitality and Tourism	No	<i>\$27.91</i>	Hospitals
41-4012	Sales Rep., Wholesale & Manufacturing, Except Tech. & Scientific Proc	High-School Diploma or Equivalent	<i>\$32,431</i>	<i>\$86,856</i>	<i>1,178</i>	14.45	<i>118</i>	<i>4,027</i> Marketing, Sales and Service	No	<i>\$33.04</i>	Building Material and Garden Equipment and Supplies Dealers
43-9061	Office Clerks, General	High-School Diploma or Equivalent	\$22,648	<i>\$40,777</i>	<i>1,779</i>	6.14	<i>178</i>	<i>567</i> Marketing, Sales and Service	No	<i>\$16.70</i>	Mining, Quarrying, and Oil and Gas Extraction
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	High-School Diploma or Equivalent	<i>\$46,674</i>	<i>\$71,774</i>	<i>640</i>	10.96	<i>64</i>	214 Architecture and Construction	No	<i>\$30.48</i>	Mining, Quarrying, and Oil and Gas Extraction
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	High-School Diploma or Equivalent	<i>\$44,820</i>	<i>\$75,237</i>	498	<i>16.03</i>	<i>50</i>	<i>630</i> Manufacturing	No	<i>\$31.30</i>	Mining, Quarrying, and Oil and Gas Extraction
51-7011	Cabinetmakers and Bench Carpenters	High-School Diploma or Equivalent	\$23,528	<i>\$38,415</i>	238	<i>28.88</i>	24	21 Manufacturing	No	<i>\$16.08</i>	Transportation Equipment Manufacturing
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	High-School Diploma or Equivalent	\$24,018	<i>\$41,120</i>	125	<i>17.48</i>	12	15 Manufacturing	No	<i>\$17.03</i>	Mining, Quarrying, and Oil and Gas Extraction
27-3031	Public Relations Specialists	<i>Bachelor's Degree</i>	<i>\$35,211</i>	<i>\$70,202</i>	454	<i>17.04</i>	45	255 Marketing, Sales and Service	No	<i>\$28.14</i>	Hospitals
Source: TWC/LMCI/Projections/LMI Tools											

Occupation Projections by County

Comal County

SOC	Description	2020 - 2024 % Change	Avg. Hourly Earnings	2020 Turnover Rate	Typical Entry Level Education	Males	Females
29-1141	Registered Nurses	18%	\$33.27	26%	Bachelor's degree	95	801
11-1021	General and Operations Managers	16%	\$55.70	56%	Bachelor's degree	676	285
13-2011	Accountants and Auditors	16%	\$32.65	55%	Bachelor's degree	153	269
13-1198	Project Management Specialists and Business Operations Specialists, All Other	16%	\$34.96	60%	Bachelor's degree	138	203
29-2061	Licensed Practical and Licensed Vocational Nurses	16%	\$22.52	56%	Postsecondary nondegree award	33	313
31-9091	Dental Assistants	20%	\$19.97	55%	Postsecondary nondegree award	20	208
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	23%	\$49.49	41%	Bachelor's degree	131	34
11-3031	Financial Managers	22%	\$63.84	41%	Bachelor's degree	59	73
25-1099	Postsecondary Teachers	30%	\$30.23	44%	Doctoral or professional degree	45	50
13-1111	Management Analysts	21%	\$37.09	51%	Bachelor's degree	72	60



Occupation Projections by County

Guadalupe County

SOC	Description	2020 - 2024 % Change	Avg. Hourly Earnings	2020 Turnover Rate	Typical Entry Level Education	Males	Females
17-2112	Industrial Engineers	15%	\$48.38	25%	Bachelor's degree	126	33
11-3031	Financial Managers	18%	\$62.65	31%	Bachelor's degree	44	44
11-3021	Computer and Information Systems Managers	15%	\$62.14	32%	Bachelor's degree	32	10
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	15%	\$52.54	33%	Bachelor's degree	42	21
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	16%	\$21.74	36%	Postsecondary nondegree award	19	79
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	19%	\$47.56	36%	Bachelor's degree	81	18
29-2055	Surgical Technologists	15%	\$20.22	36%	Postsecondary nondegree award	<10	28
11-2021	Marketing Managers	15%	\$66.70	40%	Bachelor's degree	26	16
11-3071	Transportation, Storage, and Distribution Managers	19%	\$41.90	41%	High school diploma or equivalent	43	13
51-4041	Machinists	15% 19	\$23.53	44%	High school diploma or equivalent	200	14



Occupation Projections by County

Wilson County

SOC	Description	2020 - 2024 % Change	Avg. Hourly Earnings	2020 Turnover Rate	Typical Entry Level Education	Males	Females
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	20%	\$21.82	68%	High school diploma or equivalent	21	0
13-2011	Accountants and Auditors	20%	\$32.55	63%	Bachelor's degree	16	29
51-1011	First-Line Supervisors of Production and Operating Workers	26%	\$27.42	63%	High school diploma or equivalent	32	<10
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	18%	\$28.51	63%	High school diploma or equivalent	34	<10
13-1071	Human Resources Specialists	16%	\$29.91	61%	Bachelor's degree	<10	20
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	20%	\$31.81	59%	High school diploma or equivalent	47	12
43-1011	First-Line Supervisors of Office and Administrative Support Workers	12%	\$23.43	57%	High school diploma or equivalent	25	48
11-1021	General and Operations Managers	20%	\$51.47	57%	Bachelor's degree	95	30
11-9111	Medical and Health Services Managers	14%	\$52.34	51%	Bachelor's degree	<10	16
29-1141	Registered Nurses	16% 20	\$33.39	31%	Bachelor's degree	13	141



Hiring Gap by Industry

Monthly Job Postings vs. Hires June 2020-November 2020

Avg. Monthly Postings (Jun 2020 - Nov 2020)		Avg. Monthly Hires (Jun 2020 - Nov 2020)	
Occupation	Avg Monthly Postings (Jun 2020 - Nov 2020)	Avg Monthly Hires (Jun 2020 - Nov 2020)	Hiring GAP
Healthcare Practitioners and Technical Occupations	8,721	1,883	6,837
Transportation and Material Moving Occupations	7,002	6,422	579
Computer and Mathematical Occupations	6,468	973	5,495
Sales and Related Occupations	6,251	7,947	(1,696)
Management Occupations	5,331	2,088	3,242
Office and Administrative Support Occupations	5,225	9,185	(3,960)
Business and Financial Operations Occupations	3,718	2,517	1,201
Unclassified Occupation	3,664	0	3,664
Food Preparation and Serving Related Occupations	2,741	14,412	(11,671)
Installation, Maintenance, and Repair Occupations	2,437	2,320	117
Healthcare Support Occupations	2,209	4,555	(2,346)
Architecture and Engineering Occupations	1,310	574	735
Production Occupations	1,230	3,295	(2,065)
Personal Care and Service Occupations	1,221	2,414	(1,193)
Educational Instruction and Library Occupations	1,170	1,881	(711)
Construction and Extraction Occupations	1,061	3,389	(2,328)
Building and Grounds Cleaning and Maintenance Occupations	1,037	2,551	(1,514)
Community and Social Service Occupations	930	693	237
Arts, Design, Entertainment, Sports, and Media Occupations	722	698	24
Protective Service Occupations	686	1,299	(614)
Life, Physical, and Social Science Occupations	523	293	229
Legal Occupations	380	191	189
Military-only occupations	68	535	(467)
Farming, Fishing, and Forestry Occupations	30	396	(367)



Addressing the Gap

WORKFORCE DEVELOPMENT ACTIVITIES AT OUR JOB CENTERS

OCTOBER 2019 - SEPTEMBER 2020

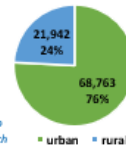
DATA SOURCES:
WORKFORCE CENTER CUSTOMER TRACKING (WCCT), WORKINTEXAS.COM (WIT), TWC WORKFORCE REPORTS, THE
WORKFORCE INFORMATION SYSTEM OF TEXAS (TWIST) AD HOC REPORTS

GUESTS AT JOB CENTERS

90,705

(OCT 2019 - MAR 2020)

COVID-19 Stay at Home orders led to
center closures in the month of March

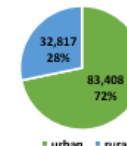


VIRTUAL GUESTS AT JOB CENTERS

116,225*

(APR 2020 - SEP 2020)

*Number of phone calls and emails
sent/received by staff working remotely



LABOR EXCHANGE SUMMARY – WorkInTexas.com

JOBS FILLED
(OCT 2019 - SEP 2020)

7,996

ACTIVE JOB SEEKERS
(as of SEP 2020)

127,343

JOB ORDERS
(OCT 2019 - SEP 2020)

25,499

ACTIVE EMPLOYERS
(as of SEP 2020)

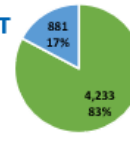
7,163

PARTICIPANTS ENROLLED IN WORKFORCE DEVELOPMENT PROGRAMS

5,114

(OCT 2019 - SEP 2020)

Some programs not available outside Bexar County.



UNITS OF SERVICE AT JOB CENTERS

34,600

(OCT 2019 - SEP 2020)

Provided to all job seekers and universal customers
(those not enrolled in a program)



PROGRAM PARTICIPANTS WITH BARRIERS TO EMPLOYMENT

(OCT 2019 - SEP 2020)

BARRIER	# ENROLLED
NOT SELF SUFFICIENT	1,769
LACK WORK HISTORIES	976
CRIMINAL JUSTICE INVOLVED	774
INDIVIDUALS WITH DISABILITIES	648
DEFICIENT IN BASIC LITERACY	358
HOMELESS	349
AMERICAN INDIANS ALASKA NATIVES, AND NATIVE HAWAIIANS	137
LIMITED ENGLISH	130
LONG TERM UNEMPLOYED	28
DISPLACED HOMEMAKERS	16

For a description of "Individuals with barriers to employment" please see Part A, Question #7



Evaluation Framework

- Core Programs
 - Performance Metrics
 - Key Performance Indicators
- Partnerships
 - ETPL Training Partners
 - Education Partners
 - Employers
 - Elected Officials
 - Job Seeker/Client
- Industry Metrics
 - Placement in Target Industries
 - Real-time Wage Data
 - Incumbent Worker Reskilling/Upskilling
- Economic Impact
 - Contribution to economy
 - ROI of Core Programs, Non-Core Programs, and Childcare



Feedback/Comments

- Consideration of Hospitality/Accommodations/Food Service for inclusion in the Local Plan. Propose strategies to address as a local priority
- Continue to pursue organizational economic study for ROI
- Explore strategies for assessing applicability of skillsets across sectors/industries



Next Steps

Comments and Feedback

<https://www.workforcesolutionsalamo.org/announcements/>

LocalPlan@wsalamo.org





Questions?

MEMORANDUM

To: Strategic Committee
From: Louis Tatum, CFO
Date: February 24, 2021
Regarding: Recommendation for Floresville Office Space

SUMMARY: Workforce Solution Alamo is currently in the holdover period for the lease in Floresville which expired on December 31, 2020. WSA has researched potentially feasible options to provide a high-quality workforce center near the current location.

ANALYSIS: McBride Thuney Enterprises has offered 2,300 SQF of space that became available in the current location and a \$20/SQF Tenant Improvement allowance for the facility. The space offered is in the front of the current facility which would provide greater visibility for Workforce Solutions Alamo. By continuing to work with the current landlord we may also be able to negotiate advantageous terms of the holdover period to avoid the additional cost of storage and moving expenses.

Additional options in the area were procured but do not provide the amount of space or parking that is conducive to operating a high-quality workforce center. A summary of additional options procured is available upon request.

FISCAL IMPACT: With the current space being in a holdover period time is of the essence to secure additional space and begin the tenant improvements. The proposed space will increase by 700 SQF and, the price per square foot will increase by approximately 24% inclusive of tenant improvements. The increased price per square foot is consistent with local market rates for a location of its size and scope.

RECOMMENDATION: Workforce Solutions Alamo is requesting board approval to proceed with negotiations with McBride Thurney Enterprises and potentially enter a lease for the upgraded facility.

BOARD APPROVAL: At the January 19, 2021 the board has approved WSA to move forward with the negotiations of the lease for upgraded space with McBride Thurney Enterprises, taking into consideration input for local judges before a final lease is presented to the board for full execution. Expanding the current space from 1600/SQF to 2300/SQF, will move WSA to a more desirable location in the building, allowing adequate space for social distancing, and creating a quality workforce center for job seekers and employers in Floresville.

MEMORANDUM

To: Strategic Committee
From: Louis Tatum, CFO
Date: February 24, 2021
Regarding: Current Status and Recommendation on Marbach Office Space

SUMMARY: The current lease at Marbach expires on May 31, 2021. WSA is currently exploring alternate facilities to upgrade the Workforce Center at Marbach.

ANALYSIS: The three primary sites that are being considered for the Workforce Center at Marbach. The following premises offer comparable square footage, price, and common area cost.

Option 1: The current space at Marbach Plaza is not the preferred option due the location of the space. The board is looking for a more desirable location that would attract employers and job seekers. **This space is being offered at \$11.80/SQF, before any tenant improvements.**

Option 2: The Shops at 90 located at 7535 Hwy. 90 West. Although this is an ideal location with significant parking, the building needs a new roof and the current landlord is not willing to contribute to any tenant improvements. **This space is being offered at \$15.00/SQF, before any tenant improvements.**

Option 3: The location at Port San Antonio is currently a warehouse that is located at 628 Davey Crockett. This space can be customized to the needs of the board, where the landlord is will to contribution \$80/SQF in tenant improvements. Parking and a renovation project plan will need to be negotiated. **This space is being offered at \$17.00/SQF, before any tenant improvements.**

FISCAL IMPACT: None at this time. The FY22 budget will include expenditures required to support the renovation of the selected Workforce Center.

RECOMMENDATION: Workforce Solutions Alamo is requesting for the committee to authorize the extension of the current lease for six to nine months. This will allow the board time to select the appropriate space taking into consideration stakeholder input, allowing for renovations, and unforeseen delays.